

F		MCC J88	
US NAV ACAD, ANNAPOLIS, MD	RANK:	MEMOR	PICOR
OFF CE OF SUPERIN ENDE		MBO	KSBILLET
		RO	LAS OCC
		NEXT OCC	NO ES
			COMME S
MAR NE CORPS REP	COL		
MAR NE CHIEF OF STAFF	LT COL		
STAFF OFFICER (MARDET OPSO)	CAPT		
ADM SSIONS	MAJ		
AJJUTANT	CAPT		
MCRC LIASON	MSGT		
STAFF OFFICER (SUPE STAFF SEC)	MAJ		
LEADERSHIP EDUC & DEV DIV			
ASSOC DIR, STOCKDALE CENTER	MAJ		
M LITARY LAW INSTR	CAPT		
M LITARY LAW INSTR	CAPT		
LEADERSHIP INST	CAPT		
LEADERSHIP INST	MAJ		
LEADERSHIP INST	CAPT		
LEADERSHIP INST	MAJ		
COMMANDAN'S S AFF			
BATTAL ON OFF CIER (2D BATTALION)	LT COL		
STAFF DIRECTOR	MAJ		
BRIGADE DRILL SNCO	OYSGT		
COMPANY OFFICER, 6TH CO	CAPT		
COMPANY OFFICER, 6TH CO	MAJOR		
COMPANY OFFICER, CO	CAPT		
COMPANY OFFICER, CO	CAPT		
COMPANY OFFICER, 18TH CO	CAPT		
COMPANY OFFICER, 23RD	CAPT		
COMPANY OFFICER, 17 CO	CAPT		
COMPANY OFFICER, 28TH	CAPT		
COMPANY SEL, 27TH BEL	OYSGT		
COMPANY SEL, 7TH CO	OYSGT		
COMPANY SEL, 12TH CO	OYSGT		
COMPANY SEL, 13TH CO	OYSGT		
COMPANY SEL, 18TH CO	OYSGT		
COMPANY SEL, 22ND CO	OYSGT		
COMPANY SEL, TH CO	OYSGT		
COMPANY SEL, 26TH CO	SOGT		
PROFESSIONAL DEVEL DIV			
ASST BR GADE TRAINING OFFICER	MAJ		
PHYSICAL EDUCA ION DEP			
PHYSICAL EDUCATION INST (Dr Player Dev)	CAPT		
MCMP TRA NING OFFICER (Sport FS Comd)	MAJ		
OFF CE OF ACADEMIC DEAN			
EXECUTIVE ASBT	CAPT		
ENGINEERING & WPNS DEP			
WPNS & SYSTEMS ENG NEERING INSTR	MAJ		
WPNS & SYSTEMS ENG NEERING INSTR	CAPT		
WPNS & SYSTEMS ENG NEERING INSTR	CAPT		
SYSTEMS ENGINEERING INSTR	CAPT		
ELECTRONICS ENGR INSTR	MAJ		
ELECTRONICS ENGR INSTR	CAPT		
ELECTRONICS ENGR INSTR	CAPT		
ELECTRONICS ENGR INSTR	LT COL		
ELECTRONICS ENGR INSTR	MAJ		
RWAERONAUTICAL ENGR INST	MAJ		
MA H & SCIENCE DEP			
MATH INST	MAJ		
MATH INST	CAPT		
MATH INST	CAPT		
MATH INST	CAPT		
COMPUTER SC ENCE INSTR	CAPT		
COMPUTER SC ENCE INSTR	CAPT		
COMPUTER SC ENCE INSTR	MAJ		
COMPUTER SC ENCE INSTR	CAPT		
PHYSICS INSTRUCTOR	CAPT		
CYBER SCIENCE INSTRUCTOR	MAJ		
HUMANI TES & SOCIAL SCIENCES			
HISTORY INSTRUCTOR	CAPT		
HISTORY INSTRUCTOR	CAPT		
HISTORY INSTRUCTOR	CAPT		
HISTORY INSTRUCTOR	CAPT		
ENGLISH INSTR	MAJ		
ASSOC. DEPT CHA R	MAJ		
LANGUAGE INSTR, GERMAN	CAPT		
FINANCIAL MGMT INSTR	CAPT		
ECONOMICS INSTR	1ST LT		
ECONOMICS INSTR			
POLIT CAL SCIENCE INSTR	CAPT		
POLIT CAL SCIENCE INSTR	CAPT		
POLIT CAL SCIENCE INSTR	MAJ		
NAPS			
INSTR / MARINE CORPS REPRESENTATIVE	MAJ		
INSTR / CO OFFICER	CAPT		
INSTR / CO OFFICER	CAPT		
INSTR / TROOP HANDLER	OYSGT		
USMMA			
INSTR / MARINE CORPS REPRESENTATIVE	CAPT		
INSTR / AMARINE REPRESENTATIVE / ISA TO COMMANDANT OF W DISSEMEN	OYSGT		
LEAD S UDEN S (OWU)			
LEAD Student	CAPT		

LEAD Student	CAPT	8803								
LEAD Student	CAPT	8803								
LEAD Student	CAPT	8803								



From: [Lee Shinn](#) on behalf of [Lee Shinn <shinn@usna.edu>](#)
To: (b) (6); [Evan Field](#); (b) (6)
Subject: Billet Description
Date: Thursday, April 4, 2019 3:06:36 PM
Attachments: [Billet Descriptions LAW Key Billets.docx](#)
[Capt \(b\) \(6\) Billet Description May 18.docx](#)

(b) (6)

Evan,

I think you are good to go ahead with yours, feel free to add if I missed something. Also if you feel Andy and Ted's captures your duties in a more comprehensive way feel free to adapt.

I apologize for not standardizing a generic paragraph earlier in the year but I also think you each have enough differences in execution that a generic one may be more limiting than you desire. Language is your weapon often and I want you to feel free to write your MROW in a way that you think advocates best for you.

Let me know your thoughts and if you need anything more.

S/F,

Maj S

Major R. L. Shinn, USMC
Leadership Education and Development (LEAD) Division
United States Naval Academy
Luce Hall, Room 204
Office: (410) 293-6016, (b) (6)
Email: shinn@usna.edu



U.S. Naval Academy, LEAD Division, Law Section Head:

- Responsible for the leadership, supervision, and personnel management of all members of the U.S. Naval Academy's Law Section within the Leadership, Ethics, and Law (LEL) Department. Supervision includes the delivery of classes and course content of NL400 and LEL Law Electives. Personnel management includes administrative and logistics associated with military members of the Law Section.
- Responsible for the leadership, coordination, supervision and management of the Law Section and its personnel as it relates to course content of NL400 and all LEL Law Electives in regards to structure, and deliverables.
- Responsible for the leadership, coordination, supervision, and management of the Law Section and its personnel as it relates to course content and execution of the Leadership Development Education and Research (LREC) legal programs.
- Responsible for leading and mentoring personnel within the Law Section as it relates to career, transition, PCS, personal related items, and job related items.
- Provides Fitness Report input regarding instructor classroom performance to the LEL Chair as requested.
- Serves as the leader and liaison between members of the Law Section and the LEL Chair. This involves interpersonal relations with CAPT McInerney to include, but not limited to, weekly meetings to discuss personnel management of members of the Law Section, course content, and deliverables.
- Serve as the LEAD Law Section POC for all intra-LEAD division related activities, intra-institutional and inter-institutional related activities, and external legal-community related activities.

U.S. Naval Academy, LEL Department, NL400 Course Director:

- In coordination with the Law Section Head, manages all aspects of NL400 instruction to include core course content, common assignments, anchor dates, and instructor presentation of course material.
- In coordination with the Law Section Head and NL400 Course Coordinator, responsible for NL400 instructor manning to include the recruitment and management of NL400 adjunct instructors. These responsibilities require adjunct access to USNA computer systems and the LEL shared-drive materials.
- Determines the number of NL400 sections offered per academic semester along with class student capacity and is responsible for assigning instructors to specific sections.
- Responsible (via the Academic Officer) for requesting textbooks through the bookstore
- Represents and advocates (as appropriate) for NL400 within the LEL core curriculum. Required attendance at the Course Directors' Meeting (CDM).
- In coordination with the NL400 Course Coordinator, ensures common assignments are drafted and finalized in advance of required deadlines and distributed to all NL400 instructors.

- In coordination with the NL400 Course Coordinator, ensures Student Opinion Forms (SOFs) are administered at the end of the semester with a summary of responses provided to the LEL Chair.
- Ensures NL400 compliance with applicable Academic Dean Instructions.
- Provides Fitness Report input regarding instructor classroom performance to the LEL Chair as requested.
- Responsible for conducting the LEL Annual Assessment requirements as applied to NL400 to include written end of semester inputs and the final academic year LEL Assessment Report.

U.S. Naval Academy, LEL Department, NL400 Course Coordinator:

- Responsible for all administrative execution of NL400 common content. This includes ensuring all exams are written and uploaded to blackboard as well as finalizing the JAGMAN assignment and/or any other common assignments.
- In coordination with the NL400 Course Director, provide daily management responsibilities for adjunct professors to ensure access to course materials.
- Administers end of semester SOFs for all NL400 classes.
- Ensures the distribution of materials to all NL400 assistant professors.

From: [Lee Shinn](#) on behalf of [Lee Shinn <shinn@usna.edu>](#)
To: [richard.shinn](#)
Subject: excel
Date: Tuesday, April 23, 2019 2:43:46 PM
Attachments: [fitrep.analysis.xlsx](#)

Major R. L. Shinn, USMC
Leadership Education and Development (LEAD) Division
United States Naval Academy
Luce Hall, Room 204
Office: (410) 293-6016, Cell: (b) (6)
Email: shinn@usna.edu



	(b) (6) 2018	(b) (6) 2013	(b) (6) 2019
Performance	(b) (6)	(b) (6)	(b) (6)
Proficiency	(b) (6)	(b) (6)	(b) (6)
Courage	(b) (6)	(b) (6)	(b) (6)
Effectiveness Under Stress	(b) (6)	(b) (6)	(b) (6)
Initiative	(b) (6)	(b) (6)	(b) (6)
Leading Subordinates	(b) (6)	(b) (6)	(b) (6)
Developing Subordinates	(b) (6)	(b) (6)	(b) (6)
Setting The Example	(b) (6)	(b) (6)	(b) (6)
Ensuring The Well Being of Subordinates	(b) (6)	(b) (6)	(b) (6)
Communication Skills	(b) (6)	(b) (6)	(b) (6)
Professional Military Education	(b) (6)	(b) (6)	(b) (6)
Decision Making Ability	(b) (6)	(b) (6)	(b) (6)
Judgment	(b) (6)	(b) (6)	(b) (6)
Evaluations	(b) (6)	(b) (6)	(b) (6)
Overall Average	(b) (6)	(b) (6)	(b) (6)

(b) (6) 2019	(b) (6) 2019	Field 2019
(b) (6)	(b) (6)	4
		4
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		3
		4
		4
		3
		3
		3.38

(b) (6)

(b) (6)

Evan MROW PME Section

Completed Naval Postgraduate School's Cyber Security Fundamentals graduate certificate (top 20% ranking in two of the classes).

Engaged in ongoing professional military education and self-development through courses and events such as:

- Joint Cyberspace Operations Planners Course

- USNA Stockdale Center Influence the Influencer offerings, including selection for National Outdoor Leadership School
- Naval Justice School Sexual Assault Policy for the SJA course
- USNI History Conference: The New China Challenge
- USCYBERCOM Legal Conference
- USNA Cyber Lecture Series
- USNA Michelson Memorial Lecture
- USNA Center for Teaching and Learning (CTL) Formative Analysis of Classroom Teaching (FACT) Program
- USNA CTL book discussion clubs
- LEAD DIV learning resource workshops

OTHER Section:

- Supporting upcoming Summer training at Mountain Warfare Training Center.
- CFT not run during reporting period due to knee injury.
- Volunteer at Arundel High School for musical programs, Piney Orchard Elementary School as chaperone and instructor for educational overnight trip, Faith Community Church for Vacation Bible School, and as accompanist for children's group musical recitals.

(b) (6)

(b) (5)

From: [Lee Shinn](#) on behalf of [Lee Shinn <shinn@usna.edu>](#)
To: (b) (6); [Evan Field](#)
Subject: FitRep discussion
Date: Friday, April 26, 2019 4:49:00 AM

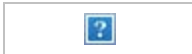
(b) (6)/Evan,

If we can find time today I would like to discuss your fitreps. If not we today we could meet somewhere for coffee this weekend or conduct it by phone at your convenience. I will be available after 6th period... not totally convenient for a Friday!

S/F,

Maj Shinn

Major R. L. Shinn, USMC
Leadership Education and Development (LEAD) Division
United States Naval Academy
Luce Hall, Room 204
Office: (410) 293-6016, Cell: (b) (6)
Email: shinn@usna.edu



From: [Audrey Graber](#) on behalf of [Audrey Graber <graber@usna.edu>](#)

To:

(b) (6)

(b) (6)

[Evan Field](#); (b) (6)

(b) (6)

Subject: Fitrep Tracker

Date: Thursday, October 4, 2018 11:09:00 AM

Good morning ladies and gentlemen,

Attached is the fresh fitrep tracker for the year. Please identify and input your RS/RO, RS billet, your last or current fitrep occasion, and the next projected occasion. I have pre-filled the AN as the next projected for everyone, please make the change if that's incorrect. Additionally, I have pre-filled Col Smitherman as the RO for most of you, but if you believe this is incorrect, I ask that you highlight the change. If you need to bring anything to my attention, please use the last column for notes.

This is due COB Tuesday, 9 October.

As an additional note, we will be signing a new MARDET fitrep policy this FY, so if you believe that your fitrep should be written by someone new, this is your chance to make the case.



[USNA USMC Fitrep Relationships_Aug18](#)

--

Very respectfully,

Captain Audrey Graber
Marine Detachment Adjutant
United States Naval Academy
Sampson Hall Room 267
Email: graber@usna.edu
Office: 410-293-6304

From: [Lee Shinn](#) on behalf of [Lee Shinn <shinn@usna.edu>](#)
To: [Evan Field](#)
Subject: FITREP
Date: Saturday, April 20, 2019 12:50:47 PM

Evan,
PFT score from last year, and medical reason for no CFT this year when able...
Semper Fi,
Maj S

Major R. L. Shinn, USMC
Leadership Education and Development (LEAD) Division
United States Naval Academy
Luce Hall, Room 204
Office: (410) 293-6016, (b) (6)
Email: shinn@usna.edu



From: [Lee Shinn](#) on behalf of [Lee Shinn <shinn@usna.edu>](#)
To: [Lee Shinn](#)
Subject: Material
Date: Wednesday, April 24, 2019 3:36:42 PM
Attachments: [RO Worksheet Cap \(b\) \(6\) .pdf](#)
[RO Worksheet \(b\) \(6\) .pdf](#)
[RO Worksheet Field.pdf](#)
[RO Worksheet \(b\) \(6\) .pdf](#)
[Fitrep commentsSection.docx](#)

Major R. L. Shinn, USMC
Leadership Education and Development (LEAD) Division
United States Naval Academy
Luce Hall, Room 204
Office: (410) 293-6016, Cell: (b) (6)
Email: shinn@usna.edu



From: [Evan Field](#) on behalf of [Evan Field <fielde@usna.edu>](#)
To: [Lee Shinn](#)
Subject: Re: FitRep discussion
Date: Friday, April 26, 2019 6:56:48 AM

Copy, Sir.

Very respectfully,

Evan Field
Captain, U.S. Marine Corps
Assistant Professor, Military Law
United States Naval Academy
Luce Hall, Room 245
410.293.6544 | FieldE@usna.edu

On Fri, Apr 26, 2019, 6:27 AM Lee Shinn <shinn@usna.edu> wrote:

That'd be great.

See you then.

S/F,

Major R. L. Shinn, USMC

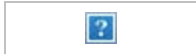
Leadership Education and Development (LEAD) Division

United States Naval Academy

Luce Hall, Room 204

Office: (410) 293-6016, Cell: (b) (6)

Email: shinn@usna.edu



On Fri, Apr 26, 2019 at 6:19 AM Evan Field <fielde@usna.edu> wrote:

Good morning, Sir,

I can meet you after 6th. Your office?

Very respectfully,

Evan Field
Captain, U.S. Marine Corps
Assistant Professor, Military Law
United States Naval Academy
Luce Hall, Room 245
410.293.6544 | FieldE@usna.edu

On Fri, Apr 26, 2019, 4:49 AM Lee Shinn <shinn@usna.edu> wrote:

(b) (6)/Evan,

If we can find time today I would like to discuss your fitreps. If not we today we could

meet somewhere for coffee this weekend or conduct it by phone at your convenience. I will be available after 6th period... not totally convenient for a Friday!

S/F,

Maj Shinn

Major R. L. Shinn, USMC

Leadership Education and Development (LEAD) Division

United States Naval Academy

Luce Hall, Room 204

Office: (410) 293-6016, Cell: (b) (6)

Email: shinn@usna.edu



From: [Audrey Graber](#) on behalf of [Audrey Graber <graber@usna.edu>](#)
To: (b) (6)

(b) (6) [Evan Field](#); (b) (6)

(b) (6)

Subject: Re: Fitrep Tracker
Date: Tuesday, October 9, 2018 12:14:43 PM

Good afternoon,

Reminder to fill this out before you leave work today. Thank you to those that have already done so.

V/R,
Capt Graber

On Thu, Oct 4, 2018 at 11:08 AM Audrey Graber <graber@usna.edu> wrote:

Good morning ladies and gentlemen,

Attached is the fresh fitrep tracker for the year. Please identify and input your RS/RO, RS billet, your last or current fitrep occasion, and the next projected occasion. I have pre-filled the AN as the next projected for everyone, please make the change if that's incorrect. Additionally, I have pre-filled Col Smitherman as the RO for most of you, but if you believe this is incorrect, I ask that you highlight the change. If you need to bring anything to my attention, please use the last column for notes.

This is due COB Tuesday, 9 October.

As an additional note, we will be signing a new MARDET fitrep policy this FY, so if you believe that your fitrep should be written by someone new, this is your chance to make the case.

 [USNA USMC Fitrep Relationships_Aug18](#)

--

Very respectfully,

Captain Audrey Graber
Marine Detachment Adjutant
United States Naval Academy
Sampson Hall Room 267
Email: graber@usna.edu
Office: 410-293-6304

--

Very respectfully,

Captain Audrey Graber
Marine Detachment Adjutant
United States Naval Academy
Sampson Hall Room 267
Email: graber@usna.edu
Office: 410-293-6304

From: [Evan Field](#) on behalf of [Evan Field <fielde@usna.edu>](#)
To: [Lee Shinn](#)
Subject: Re: FITREP
Date: Monday, April 22, 2019 1:29:23 AM

Sir,

Apologies for the delay.

PFT from last year was 270. Medical reason for no CFT was tear of the left medial collateral ligament.

Very respectfully,

Evan Field
Captain, U.S. Marine Corps
Assistant Professor of Military Law
United States Naval Academy
Luce Hall, Room 245
410.293.6544 | FieldE@usna.edu

Set appointments here: <https://tinyurl.com/CaptField>

On Sat, Apr 20, 2019 at 12:51 PM Lee Shinn <shinn@usna.edu> wrote:

Evan,
PFT score from last year, and medical reason for no CFT this year when able...
Semper Fi,
Maj S

Major R. L. Shinn, USMC
Leadership Education and Development (LEAD) Division
United States Naval Academy
Luce Hall, Room 204
Office: (410) 293-6016, Cell: (b) (6)
Email: shinn@usna.edu



From: [Lee Shinn](#) on behalf of [Lee Shinn <shinn@usna.edu>](#)
To: [Michael Norton](#)
Subject: Re: Marine FITREPs
Date: Monday, November 5, 2018 8:31:45 AM

Sir,

Active (vice reserve) Captains and Majors for the USMC have annual fitness reports with an end date of 31 May. So we have quite some time.

When the Reporting Senior (RS) does not have daily interaction with the Marine Reported On (MRO) then a quarterly counseling steers performance throughout the period. Typically, I handle this for (b) (6) (as well as Capt Field (b) (6) (b) (6)), but I would very much benefit from your perspective of her performance. Also, just to be clear, she works for you, and in no way does the USMC system intend to usurp any authority from you whatsoever. (Simply document performance)

(b) (6), (b) (5)

Very Respectfully,
Lee

Major R. L. Shinn, USMC
Leadership Education and Development (LEAD) Division
United States Naval Academy
Luce Hall, Room 204
Office: (410) 293-6016, Cell: (b) (6)
Email: shinn@usna.edu



On Fri, Nov 2, 2018 at 1:15 PM Michael Norton <mnorton@usna.edu> wrote:

Lee,

I was curious if there's anything I need to do soon FITREP-wise for you or (b) (6). Do I even play into that system at all as a Course Director, or is it just CAPT McInerney?

R,
Mike

CDR Michael Norton, USN, Ph.D.
Department of Leadership, Ethics and Law
United States Naval Academy
Office (410) 293-6013
Fax (410) 293-4896
Email mnorton@usna.edu

From: [Lee Shinn](#) on behalf of [Lee Shinn <shinn@usna.edu>](#)
To: [Evan Field](#)
Subject: Re: PCS FITREP Plan
Date: Saturday, March 30, 2019 7:02:45 AM

Evan,

I have time before 1100, between 1200-1330 and after 1430. Let me know what works.

Semper Fidelis,

Major R. L. Shinn, USMC

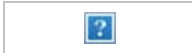
Leadership Education and Development (LEAD) Division

United States Naval Academy

Luce Hall, Room 204

Office: (410) 293-6016, Cell: (b) (6)

Email: shinn@usna.edu



On Fri, Mar 29, 2019 at 4:26 PM Evan Field <fielde@usna.edu> wrote:

Thank you for the update, Sir.

If you are available Monday, I would like to stop in to 1) chat about your visit to my classes on Tuesday, and 2) Follow up on our last counseling/mentorship session. Do you have a few minutes on Monday 1 April to meet?

Very respectfully,

Evan Field

Captain, U.S. Marine Corps

Assistant Professor of Military Law

United States Naval Academy

Luce Hall, Room 245

410.293.6544 | FieldE@usna.edu

Set appointments here: <https://tinyurl.com/CaptField>

On Fri, Mar 29, 2019 at 3:59 PM Lee Shinn <shinn@usna.edu> wrote:

Good afternoon all,

I wanted to update you all on my PCS plans and specifically FITREPs. I am transitioning early to 3/7 out in 29 to take over as Bn XO. My last day will be the 29th of April. I plan on briefing and submitting each of your FITREPs to you in the last week of April (minus COL Smitherman's comments). The end date will remain 31 May, but the occasion will be CH not AN.

Evan (b) (6) > Maj Kopa will arrive in late June and take over my current responsibilities. Any promotion will shift you over to CAPT McInerney via a Grade Change (GC) report.

(b) (6) > CH to LtCol Weis, let me know if you want a different date than 31May, but keep in mind your Annual will be omitted regardless because it will fall with 89 days of any CH I write.

As to observations and performance I am more than comfortable writing on you all based on personal and key staff member observations within your sections. If you desire more time/interactions with me I encourage you to seek them out.

Tasks: To support this timeline please submit an MRO Worksheet to me via the APES by 15 April.

Thanks much!

Lee

Major R. L. Shinn, USMC
Leadership Education and Development (LEAD) Division
United States Naval Academy
Luce Hall, Room 204
Office: (410) 293-6016, Cell: (b) (6)
Email: shinn@usna.edu



From: [Evan Field](#) on behalf of [Evan Field <fielde@usna.edu>](#)
To: [Lee Shinn](#)
Subject: Re: PCS FITREP Plan
Date: Monday, April 15, 2019 1:40:48 PM

Good afternoon, Sir,

MROW submitted, as directed.

If I may request, should you feel comfortable making the observation, I would greatly appreciate a comment/recommendation regarding selection for school when next screened. Please let me know if you have any questions about anything on the MROW or need additional information/clarification.

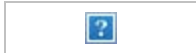
Very respectfully,

Evan Field
Captain, U.S. Marine Corps
Assistant Professor of Military Law
United States Naval Academy
Luce Hall, Room 245
410.293.6544 | FieldE@usna.edu

Set appointments here: <https://tinyurl.com/CaptField>

On Sat, Mar 30, 2019 at 9:26 PM Lee Shinn <shinn@usna.edu> wrote:
Sounds good.

Major R. L. Shinn, USMC
Leadership Education and Development (LEAD) Division
United States Naval Academy
Luce Hall, Room 204
Office: (410) 293-6016, Cell: (b) (6)
Email: shinn@usna.edu



On Sat, Mar 30, 2019 at 6:17 PM Evan Field <fielde@usna.edu> wrote:
Sir,

Can we do 1430? Thank you.

Very respectfully,

Evan Field
Captain, U.S. Marine Corps
Assistant Professor, Military Law
United States Naval Academy

Luce Hall, Room 245
410.293.6544 | FieldE@usna.edu

USNA MARDET RO WORKSHEET

MRO: Capt Evan Field

RS: Maj R. Lee shinn

OCCASION	FROM DATE:	TO DATE:
CH		31052019

REPORTING SENIOR PROFILE

RS High for Grade	4.69
RS Low for Grade	3.38
RS Avg for Grade	4.17
MRO Avg (this report)	3.38
For all reports of this grade, I rank MRO	<u>6</u> of <u>6</u>

Provide perspective on MRO's performance evaluation/marketing philosophy and/or how he/she ranks against peers.

(b) (2), (b) (5)

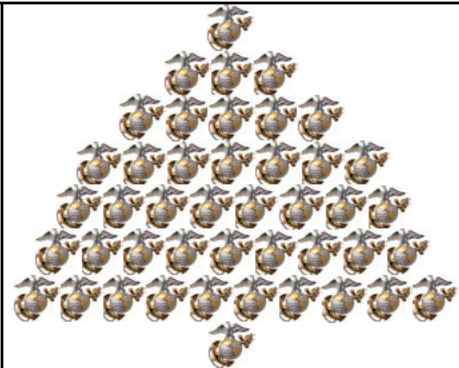
RECOMMENDED SECTION K COMMENTS

Put an X in the appropriate [] for the recommended RO observation.

OBSERVATION	SUFFICIENT [<input checked="" type="checkbox"/>]	CONCUR [<input checked="" type="checkbox"/>]
	INSUFFICIENT [<input type="checkbox"/>]	DO NOT CONCUR [<input type="checkbox"/>]

COMPARATIVE ASSESSMENT

Comparative assessment: Provide a comparative assessment of potential by placing an "X" in the appropriate box. In marking the comparison, consider all Marines of this grade whose professional abilities are known to you personally.	DESCRIPTION	COMPARATIVE ASSESSMENT
	<div>THE EMINENTLY QUALIFIED MARINE</div> <div>ONE OF THE FEW</div> <div>EXCEPTIONALLY QUALIFIED MARINES</div> <div>ONE OF THE MANY HIGHLY</div> <div>QUALIFIED</div> <div>PROFESSIONALS WHO FORM THE</div> <div>MAJORITY OF THIS GRADE</div> <div>A QUALIFIED MARINE</div> <div>UNSATISFACTORY</div>	<div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input checked="" type="checkbox"/></div> <div><input checked="" type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div>



RECOMMENDED RO COMMENTS

(Include a character assessment and recommendations for promotion, retention, resident PME, and potential for command or follow on duty assignment)